



DEPARTMENT OF THE ARMY
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WASHINGTON DC 20310-0300

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AHRC-PDC

MEMORANDUM FOR The Army Human Resources Community

SUBJECT: Personnel Services Delivery Redesign (PSDR)

1. I would like to update you on Personnel Services Delivery Redesign (PSDR) implementation. PSDR is the Human Resources (HR) community's response to Army transformation. It impacts how we support our Soldiers in the operational force. It is a revolution in how we deliver support. It is the most significant change in our business we have seen in our careers.
2. In May 2005, following a successful test by the 101st ABN DIV (ASLT), the VCSA approved PSDR for Army-wide implementation. We began converting active Army units to PSDR in February 2006. By the end of this calendar year, we will have completed conversion in 40 percent of the active Army. We began conversion of Army National Guard units in September 2006 and will begin conversion of units in the U.S. Army Reserve in December 2006.
3. PSDR provides brigade-centric HR support to a brigade-centric Army. PSDR empowers commanders to care for Soldiers with organic HR professionals as Personnel Service Battalions and Groups stand down. PSDR migrates the core of HR support for essential personnel services, personnel readiness management, and personnel information management to professional BDE and BN S1 sections. They will be resourced and trained to assume these missions.
4. Army Transformation and modularity shifted the personnel readiness mission to the BDE S1. PSDR assigns additional personnel and equipment to the BDE S1 to better perform that mission. PSDR also provides new theater level personnel units called HRSC (Human Resource Sustainment Center) for casualty reporting, postal operations, and R5 (Reception, Replacement, Return-to-Duty, Rest and Recuperation, and Redeployment) operations. The new S1 section is initially trained on PSDR-related tasks by the AGS New Organizational Training Team. The AGS will deliver improved institutional training to Soldiers, NCOs, and officers in the HR CMFs. Manning, equipping, and training improvements give the PSDR-enabled S1 sections the capabilities needed to do the job.
5. The PSDR implementation plan details a phased fielding--equipping, personnel resourcing, and training that started in FY05 and is scheduled for completion in FY08 for the Active Army. The PSDR implementation plan, published by the Army G-3, considered the Army Campaign Plan, Inter-Global Positioning and Basing Strategy (IGPBS), Base Realignment and Closure (BRAC) decisions, unit manning, modularity,


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and the deployment schedule of the total Army. A New Organization Training Team (NOTT) under the direction of the Soldier Support Institute is conducting training for transitioning units.

6. The PSDR website – <https://www.psd army.mil> – is a valuable resource for all leaders. I highly recommend that you become familiar with it and the information it contains about implementation, equipment packages doctrine and other PSDR issues. Should you have questions or need additional information about PSDR, you can contact a TAGD POC at PSDR@hoffman.army.mil or PSDR@us.army.mil.

7. This piece of HR Transformation is important for our community and the Soldiers and commanders we support. Each of us has a professional obligation to understand how PSDR works and its impact on our Army. We must ensure that those under our charge know the key tenants of PSDR and understand their role in the transformed HR system. We have an opportunity to integrate HR support into the operational force and improve the level of personnel support we provide our Army, both in garrison and when deployed. Let's embrace this change and meet the challenges of an Army at War and in Transformation.



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Team:

Together we will
make this work for
Soldiers & our Army!